



July 16, 2020



**VIA ELECTRONIC MAIL & U.S. MAIL**

Brian Marcotte  
WIOA Dislocated Services Section Manager  
Workforce Development - Targeted Services Division  
201 N Washington Sq., 5th Floor  
Lansing, MI 48913  
[marcotteb1@michigan.gov](mailto:marcotteb1@michigan.gov)

Commissioner Alisha Bell  
Commission Chair, Wayne County  
The Guardian Building  
500 Griswold Street  
Detroit, Michigan 48226  
[abell3@waynecounty.com](mailto:abell3@waynecounty.com)

Re: **WARN Notice - Temporary Layoff Status of Employees**

Dear Mr. Marcotte and Commissioner Bell,

I am writing on behalf of HBF APU JV, LLC, HBF APU II JV, LLC, and DTW North Partners, LLC (the "Company"). The Company submits this notice to you to satisfy any obligation pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. 2101 et seq. If no obligation exists, this notice is being provided to you voluntarily.

Like many airports around the world, the traffic and overall business at Detroit Metropolitan Wayne County Airport (the "Airport") located at 11050 Rogell Drive #602, Detroit, MI 48242 slowed to a fraction of its typical passenger traffic in the wake of the current global pandemic caused by COVID-19. As a concessionaire operator at the Airport, the Company made the difficult decision to place many associates on temporary layoff status beginning during the time period of March 17, 2020 through April 18, 2020.

While we had originally hoped that those associates' temporary layoff status would be brief, due to the fluidity of the situation surrounding COVID-19 and the reopening of the economy, we are not able to predict exactly when those associates will be able to return to work. As a result, we are notifying those associates and you that their temporary layoff may last longer than 6 months.

All non-represented affected employees have been notified via U.S. mail that their temporary layoff may last longer than 6 months. The chief elected official of the represented employees has also been notified. The contact information for the chief elected union official for Unite Here Local 24 is as follows:

Nia Winston, President  
Unite Here Local 24  
300 River Place Drive, Suite 2700  
Detroit, Michigan 48207-4472

[nwinston@24.unitehere.org](mailto:nwinston@24.unitehere.org)

Attached is a list of all positions to be affected and the number of workers currently holding those affected jobs. Any bumping rights will be administered in accordance with the applicable collective bargaining agreement.

If you have any questions or want additional information concerning this matter, please contact Susan Thompson, Regional Director of Operations, at 517.851.2025 or Susan.Thompson@paradies-na.com.

Sincerely,

Susan Thompson  
Regional Director of Operations –  
Dining Division

**INSERT INFORMATION REEQUESTED INTO BELOW CHART**

<b>Date Temporary Layoff Began</b>	<b>Affected Position</b>	<b>Number of Associates Affected</b>

Location N (Multiple Items)

Date of Report	Laid Off	Assistant Manager (F&B)	Barback	Barista	Barista/Bartender	Barista/Bartender	Cashier	Cashier/ Guest Service	Cook I	Cook II	Cook III	Crew Member	General Mgr/Greeter/F&B	Hostess	IT Oper Supv/ Leader	Operational Prep Cook/ Servers	Staff Supervisor / F&B	Sous Chef	Team Lead	Utility/Bus Utility/ Manager	Laid Off Total	Grand Total					
3/17/2020			4	2	32	1	2	9	1	44	1	25	7	8	12	4	26	10	1	11	37	334					
3/21/2020				1			1	2					2	2	2		21	6	1		43	43					
3/26/2020				5			14	17	1	10	1	1	18	2	2	34	8		4	6	117	117					
4/1/2020																						17	17				
4/16/2020																							12	12			
4/17/2020	21												2		1			2	1			1	1	1			
4/18/2020	2																							2	2		
6/10/2020																									1	1	
6/11/2020																										1	1
6/11/2020																										1	1
Grand Total	23	3	4	8	32	1	17	28	2	54	2	30	27	9	18	8	81	39	1	15	49	538					